

Contract Summary

Duration of the contract – 3 years, August 23, 2004 – August, 2007.

Clarified language and cleaned up all references to the old 10 ½ month contract.

Textbooks

Agreed that “[w]here feasible, faculty members shall explore methods of college-wide standardization of textbooks used in general education and sequential courses. Custom texts may be utilized as provided in Section 8.24, provided, however, that the use of custom texts does not conflict with the efforts to standardize texts in general education and sequential courses.”

Tenure

Language was changed to clarify the tenure timeline.

Reduced non-tenured faculty development hours from 145 to 120 hours over three years.

College will pay for tuition and books for the required courses.

Sabbatical Leave

Language was changed to clarify the sabbatical leave timeline.

Summer Assignments For Health Sciences Faculty

Accredited health science programs will have one faculty member/program manager on College Year contract if required for accreditation.

If other FT faculty members are required to teach because of accreditation issues, then they will be compensated at 1 ½ times the overload rate for those summer courses.

Office Hours

New language: “All faculty members may schedule up to a maximum two hours of office time on-line. In addition, for every 30 load points of on-line course, one (1) additional office hour may be scheduled on-line, provided that the maximum on-line office hours shall not exceed five hours.”

Applied Music

Language was added to pay applied music courses by point system instead of supplemental agreement.

Summer Overloads

Current contract states that full-time tenured faculty member rated “Satisfactory” will have first preference for up to 180 overload points after all full-time faculty within the discipline have met their minimum contractual load to the Board and provided further that additional load points are available within the discipline.

Language was added to clarify how this works in the “new” single summer term.

“Due to the varying lengths of courses offered during the summer term, the preference for overload points for tenured faculty shall be determined based on the specific term

length. The maximum load points shall be equivalent to 20 points per week. For example, if a faculty member teaches a six (6) week term, the maximum load points shall be 120 (20 points x 6 weeks), which is the equivalent of four, three hour courses.”

Health And Welfare Benefits

Language was added to clarify the membership and role of the Insurance Committee.

Sick Leave Payout

Language was added to reduce the tax consequences to the faculty member and College when the payout exceeds the IRS rules for annual payments.

Initial Placement in Salary Range

The Director of Human Resources can authorize entry pay that exceeds the minimum by 10 % based on experience.

The College President can authorize entry pay that exceeds the minimum by 20 % based on College needs.

Salaries

Provides for salary and range increases for the next three years as follows:

FACULTY SALARY RANGE 2004-2005 Academic Year		
<u>Salary Grade</u>	<u>Minimum</u>	<u>Maximum</u>
III	\$35,300	\$57,178
II	\$37,300	\$60,576
II+	\$39,500	\$64,315
I	\$41,700	\$68,052

For the 2004-2005 academic year each faculty member will receive a \$3000 pay increase, plus \$200 for each year of service, not to exceed the maximum for the salary grade as set forth above.

FACULTY SALARY RANGE 2005-2006 Academic Year		
<u>Salary Grade</u>	<u>Minimum</u>	<u>Maximum</u>
III	\$37,300	\$60,178
II	\$39,300	\$63,576
II+	\$41,500	\$67,315
I	\$43,700	\$71,052

For the 2005-2006 academic year each faculty member will receive a \$2000 pay increase, plus \$170 for each year of service, not to exceed the maximum for the salary grade as set forth above.

FACULTY SALARY RANGE 2006-2007 Academic Year		
<u>Salary Grade</u>	<u>Minimum</u>	<u>Maximum</u>
III	\$39,300	\$63,178
II	\$41,300	\$66,576
II+	\$43,500	\$70,315
I	\$45,700	\$74,052

For the 2006-2007 academic year each faculty member will receive a \$2000 pay increase plus \$170 for each year of service, not to exceed the maximum for the salary grade as set forth above.